

## Benefits from attending

### FOR EMPLOYERS, BULLYING IS A BOTTOM LINE ISSUE

- **Reduce Turnover**  
*retain the best & brightest*
- **Minimize Absenteeism**
- **Detect & stop Sabotage at work**
- **Prevent many WC & Disability claims**
- **Better manage**  
*Employment Practices Liability*
- **Earn the recruiting reputation as a**  
*'Great Place to Work'*

## PHR/SPHR Recertification Credit

6 HRCI Certification Credits are pending as of this printing; CEU credits provided at no additional cost to all SHRM members; CEU credits provided at \$25 to all non-SHRM members

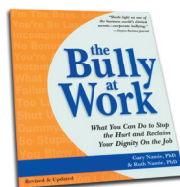
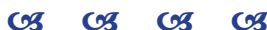
## Register Early & Save

**\$105** single registration;  
**\$95** per person  
when three (3) or more individuals  
register from one organization;  
**\$500** for table of six (6) registrants

**\$125** registration at the door

**Buffet lunch included**

*Registration fees are non-refundable*



The book from the Drs. Namie  
who brought  
Workplace Bullying  
to the U.S.

Signed copies of the book may be  
ordered when pre-registering

**For Information**  
**Contact Denise Grabowski**  
**406.863.3661**



# WORKPLACE BULLYING

## Causes, Impact & Cures



A conference for  
Employers, Lawmakers  
& Interested Individuals

**Thursday, Sept. 13, 2007**  
**Kalispell**

Co-Sponsored by the  
Flathead Valley SHRM  
& Job Service Employers'  
Committee



AFFILIATE OF



## Workplace Bullying, the Phenomenon

**workplace bullying** " (US ca. 1998) occurs in one or more of the following forms: (1) verbal abuse, (2) conduct that is threatening, intimidating or humiliating, or (3) interference with work that undermines legitimate business interests

### Prevalence

- 33% of HR Execs have been bullied [Challenger poll July, 2007]
- 44% of Employees have worked for an abusive boss [Employment Law Alliance poll March, 2007]
- 1 in 6 U.S. workers are bullied in any year [State of Michigan survey January, 2000]

### It's an Epidemic!

### Synonyms

'Status-Blind' Harassment  
Psychological Harassment  
Sub-Lethal, Non-Physical Violence  
Emotional Abuse at Work

## Topics

- ◆ What is bullying? Perception? Real?
- ◆ Contrast with illegal discrimination
- ◆ Results of New 2007 Zogby Poll
- ◆ Who bullies others and why?
- ◆ Who gets bullied?
- ◆ Impact on people
- ◆ Impact on the organization
- ◆ What can one person do?
- ◆ Solutions:
- ◆ System change vs. Whack-a-mole
- ◆ HR's critical role
- ◆ The employer solution & pitfalls
- ◆ Is a law necessary?

## Location

Hilton Garden Inn, Kalispell  
840 US Hwy 93 South  
406.756.4500

## WORKPLACE BULLYING

Causes, Impact & Cures

Thursday, Sept. 13, 2007  
8:00 am to 4:00 pm

The Kalispell Conference

## About the Presenter

**Dr. Gary Namie**

Recognized as the Foremost Authority  
on Workplace Bullying in North America



Organizational  
consultant,  
Social  
psychologist,  
Researcher,  
Author,  
Advocate

As director of the Workplace Bullying Institute, he wrote the 2007 Zogby poll, educates the public via speaking engagements worldwide and the media in over 600 print & broadcast interviews. As the founding consultant for Work Doctor® Inc, he creates anti-bullying policies for proactive employers in the U.S. & Canada. He co-authored the book *The Bully At Work*. He leads a network of citizen lobby-ists resulting in 13 states introducing some version of the anti-bullying Healthy Workplace Bill since 2003.



The New York Times  
Los Angeles Times

The Washington Post

San Francisco Chronicle